Interagency Fire Program Management Qualifications Standards and Guide

Talking Points
August 20, 2004

The Implementation Team met in Boise on August 5-6, 2004 and outlined the issues that need to be addressed in the implementation plan. Four workgroups were formed to work on specific sections of the implementation plan.

Staffing Workgroup - Action items that need to be addressed in priority order:
– Communication to the field and the HR community on what the implementation of the IFPM Standard entails.
– Develop guides for the HR and Fire Community of interpretation of the IFPM Standard for education and experience.
– Develop guides for employees to do a self audit based on the education, training, and experience components of the IFPM Standard.
– Establish standardized vacancy announcements, KSAs, selective factors, and specialized experience for the 14 key positions.

Training Workgroup - Action items that need to be addressed in priority order:
– Updated list of educational programs and courses that meet the intent of the 401 supplemental standards.
– Assess the skills and training needs associated with the 14 key positions.
– Design an IDP for each of the 14 key positions based on the competencies.
– Work with IQCS Project Team to add IFPM positions and standards.

Complexity Analysis Workgroup - Action items that need to be addressed in priority order:
– Develop "rules of thumb" for applying the complexity analysis.
– Develop agency specific guidance for applying the complexity analysis to ensure uniformity.

Communications Workgroup - Action items that need to be addressed in priority order:
– Develop and implement a communications plan.
– Coordinate with each of the workgroups to ensure relevant information is reaching all levels of the fire and HR community in a timely manner.

All workgroups are responsible for:
– Collecting and compiling Frequently Asked Questions for the website.
– Providing weekly status reports on accomplishments and action items.

The IFPM Qualifications Standard and Guide Implementation Plan will be completed by September 30, 2004.